

INDUSTRIAL RELATIONS DEPARTMENT
Monthly Report for October, 1946

HOUSEHOLD EMPLOYMENT CONFERENCE The report of the Standards Committee of the Household Employment Conference, was completed in June, but the next important steps were postponed until the Fall because of vacations of so many persons we want to involve. During the summer discussions were held whenever possible with women's groups. During October the Industrial Relations Secretary started the machinery moving again, and had three conferences with the President of the Board of the Newark YWCA and its Executive Secretary to plan for specific next steps, and to get the YWCA Board to vote on acceptance of the standards as reported out of the Standards Committee.

In our last (NJUL) Board meeting we discussed the problems in the field of Household Employment and finally voted acceptance of the Report of the Standards Committee, and to endorse attempts to get these standards accepted (with as little adjustment as possible) by the household employers in the northern part of New Jersey. The Industrial Relations Secretary had difficulty in getting this matter on the agenda of the October YWCA Board meeting, but was successful in that a discussion of some fifty minutes was held. Deep concern of some of those members indicated the value of having Mr. Roy E. Norris and Mrs. Allen P. Ames (a civic worker from Nutley - formerly a Red Cross Volunteer Official) invited to attend the November "Y" Board meeting to help clarify some of the problems posed in the October meeting of the "Y" Board. This next meeting is scheduled for November 18th, and the next step toward the General Conference depends on progress in that meeting.

VETERANS ADMINISTRATION As Chairman of the Statewide Veterans Committee, established by the Statewide Veterans Conference called by him in July, your Industrial Relations Secretary persuaded the Veterans Administration, New Jersey Regional office to try to employ a Negro as a Training Officer - a top flight job in the line staff. This was seen as necessary to face realistically the inadequacy of the job the Veterans Administration is doing with Negro veterans with training both under Public Law 16 and #546. Negro veterans have not been receiving adequate help from the Veterans Administration in their efforts to get apprenticeship and on-the-job training. Your secretary has tried to find a Negro who is both qualified and available for the position of Training Officer. No success in this search has been enjoyed thus far.

On the other hand, the Industrial Relations Secretary is trying to get a recommendation of the Statewide Veterans Conference put into effect by the Regional Manager. We want a three man Board established for New Jersey, whose duties it would be to review every case of an "entitled" veterans whose "approved" objectives have been thwarted or thrown out, because of his race, color, creed, or national origin. Any Training Officer would transfer all such cases to this Board of outstanding persons in the state, which would recommend specific action toward securing training opportunities for the veteran in question. - A recommendation from the New Jersey Urban League Board at this time, to the Veterans Administration Regional Manager, would help a great deal, since the Industrial Relations Secretary is currently at work with him on problems this proposed Board could alleviate.

INDUSTRIAL COUNCIL OF URBAN LEAGUES AND SIMILAR AGENCIES As chairman of the Industrial Council of Urban League's and Similar Agencies which he organized two years ago, the Industrial Secretary is attempting to stimulate coordination of all industrial or employment work done by the five such agencies in this state. At its meeting at the Englewood Urban League on October 17, 1946, it was decided to attempt some well planned publicity of Urban Leagues and similar agency's work in the industrial relations field. Problems seen through follow-up work with

Public Service Coordinated Transport Company have highlighted the need for intelligent publicity. Furthermore, we feel that our persuasive effectiveness would be materially increased if there were careful and continuous publicity about the work we do all over the state, and that our position in the estimation of the Community Chest in our respective municipalities would be strengthened a great deal.

The Industrial Relations Secretary is proposing work toward development of some new legislation or wider interpretation of existing legislation, that will make it unlawful for employers to advertise for workers when they actually have no jobs to be filled. Our office is concerned every day with persons who have spent carfares and many hours in walking from plant to plant for jobs listed in Want Ads, only to be told, "No openings". The Industrial Relations Secretary is investigating several possibilities of stopping this unfair practice the employers are knowingly or unknowingly perpetrating against the public. Of course there are other angles that concern us also.

GENERAL ACTIVITIES The Industrial Relations Secretary accepted a request to meet with the Principal and faculty of Robert Treat Junior High School to plan the best way to set up a Community Advisory Council of that school. Problems brought out in our last Vocational Opportunity Campaign, and the thinking of the school's Librarian, who attended an institute last summer at Syracuse University on "Community Problems", were of chief concern. We feel there has been serious mis-education of many pupils in Newark schools, stemming from improperly selected courses. This Council will seek to correct this situation.

Twelve meetings were attended during the month in New York City and northern New Jersey, all directly relating to our efficiency in Newark. *** Mr. Bolling Robertson, President of Candle Craft Inc., was asked to join the Industrial Relations Committee, and after several serious talks, he accepted. However, it is thought that such a man should certainly be invited onto the Board itself. The very early completion of some action on this is to be desired. We need such men. *** Ronson Art Metal Works was visited apropos of its refusal to hire any one of several qualified Negro girls applying for jobs, and who were told "no openings" even though the company was advertising for help. This particular investigation is given as a good example of the reasons we consider as necessary some legislation to stop these occurrences. The Division Against Discrimination is powerless to act in such a case as this; as a matter of fact, it had had contact with the company only the week before.

EMPLOYMENT There were 148 persons applying for jobs, 109 females, and 40 males. 78 referrals were made, of 51 females and 25 males. Four female clerical placements were verified and one male. Five professional placements were verified for two females and three males. Fifty-eight referrals were made for household employment, 46 day work, 7 part time, and 5 full time. There were 82 household employment orders, 46 day work, 19 part time, 17 full time.